

IMBA (BI/APR) Sem.-3 (NEP) Examination

BI-DSC-C-FHRM-231

FHRA

Time : 2-00 Hours]

December-2024

[Max. Marks : 50

- Instructions :** (1) This paper contains **Five** questions.
(2) All questions are compulsory.
(3) Question No.1, 2, 3, 4 have internal options.
(4) Figures in the right side in parenthesis indicate marks.

Q:1 Explain the methods of demand forecasting for human resources in brief. (10)

OR

Q:1 What do you mean by job analysis? Explain its process in detail. (10)

Q:2 Explain the following types of tests in brief and also state it is used for the selection of which type of employees: (10)

1. Intelligence test
2. Projective test
3. Interest test
4. Aptitude test
5. Personality test

OR

Q:2 Define recruitment. Explain the various internal and external sources of recruitment in brief. (10)

Q:3 Explain the following types of training methods in brief: (10)

1. Transactional analysis
2. Programmed Instructions
3. Job instruction training
4. Role play
5. Vestibule training

OR

Q:3 Explain the process of career planning in detail. (10)

Q:4 Write a short note on transfer. (10)

OR

Q:4 Write a short note on forms of separation. (10)

Q:5 Select the correct option for the following: (Any Ten) (10)

1. Which of the following is a qualitative method of demand forecasting in HRP?
 - a) Ratio-trend analysis
 - b) Work-study method
 - c) Managerial judgment
 - d) Skill inventory
2. Which of the following is NOT a method of data collection for job analysis?
 - a) Observation
 - b) Checklist
 - c) Polygraph test
 - d) Interview
3. The Delphi technique involves:
 - a) Brainstorming in teams
 - b) Structured feedback from experts
 - c) A statistical analysis of trends
 - d) Employee surveys
4. A structured interview is characterized by:
 - a) Predefined questions asked in a specific order
 - b) Informal discussions between interviewer and candidate
 - c) Allowing the candidate to lead the conversation
 - d) A group of interviewers asking questions simultaneously
5. The primary focus of psychomotor tests is on:
 - a) Measuring cognitive ability
 - b) Assessing physical coordination and motor skills
 - c) Evaluating leadership qualities
 - d) Analyzing personality traits
6. Stress interviews are often used to assess:
 - a) Communication skills
 - b) Decision-making under pressure
 - c) Personality traits
 - d) Leadership abilities
7. Which type of selection test evaluates a candidate's problem-solving ability and reasoning skills?
 - a) Psychomotor test
 - b) Aptitude test
 - c) Graphology test
 - d) Personality test

8. What is the primary objective of employee development?
 - a) To meet short-term organizational needs
 - b) To enhance skills and prepare employees for future roles
 - c) To replace underperforming employees
 - d) To evaluate current job performance
 9. The mid-career stage often involves:
 - a) Reevaluating career goals and making adjustments
 - b) Exploring various career opportunities
 - c) Focusing on post-retirement plans
 - d) Initiating formal training programs
 10. A dry promotion is characterized by:
 - a) An increase in responsibilities without an increase in pay
 - b) A lateral move to another department
 - c) A reduction in job duties
 - d) A temporary assignment to a higher role
 11. Promotion based on merit typically emphasizes:
 - a) An employee's length of service
 - b) An employee's performance and achievements
 - c) The organization's financial status
 - d) Random selection of employees
 12. What is a key principle of promotion in HRM?
 - a) Equality in salaries
 - b) Transparency and fairness
 - c) Frequent job changes
 - d) Focusing on past performance only
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